

EXECUTIVES BENEFIT SUMMARY SHEET

FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**
\$711.25/month towards medical plan
plus additional medical premium if eligible
- **DENTAL INSURANCE**
Employer paid family coverage
- **VISION PLAN**
Employer paid for employee only
Dependents may be added at additional cost
- **LIFE INSURANCE**
Employer paid \$100,000 policy
- **ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**
Non work-related accident up to \$102,000
Work-related accident up to an additional \$50,000
- **SHORT/LONG TERM DISABILITY (STD/LTD)**
70% after 14 day waiting period up to \$2,500/week
60% after 180 day waiting period up to \$10,000/month
- **PROFESSIONAL DEVELOPMENT**
\$75.00/month
- **MEDICARE COVERAGE**
Provided for employees hired after April 1, 1986
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**
Available to employees and dependents

RETIREMENT BENEFITS

- **RETIREMENT - PERS 2.5% @ 55**
City pays a portion of the Employee Contribution
and reports the portion the City pays as Special
Compensation for retirement purposes only
- **RETIREE MEDICAL TRUST**
\$50.00/pay period employee contribution
\$50.00/pay period City contribution
- **RETIREE HEALTH SAVINGS PLAN (RHS)**
Employer contributes \$100.00/month
50% of accrued leave deposited into RHS account at
separation
- **\$457 DEFERRED COMPENSATION PLAN**
City matches \$457 deferred compensation employee
contribution up to \$100.00/month

VACATION AND HOLIDAYS

- **EXECUTIVE LEAVE**
Less than 15 years of service...316 hours/year
15+ years of service.....356 hours/year
Cash out of up to 225 hours/year
- **HOLIDAYS**
10 days fixed

SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **BEREAVEMENT LEAVE** 3 days/eligible death
- **JURY DUTY** Unlimited
- **MILITARY LEAVE**
30 paid calendar days/year per Military & Veterans
Code; plus up to one year difference between
City/military pay
- **MATERNITY LEAVE**
16 weeks unpaid leave
(must supplement with paid leave if available)
- **FAMILY MEDICAL LEAVE & CALIFORNIA FAMILY RIGHTS ACT (FMLA & CFRA)**
12 weeks unpaid leave in a 12 month period
(must supplement with paid leave if available)

OTHER BENEFITS

- **BILINGUAL BONUS**
\$100.00/month
- **CAR ALLOWANCE**
\$374.00/month or vehicle provided
- **WELLNESS**
\$1,000/fiscal year for physical examination
- **TUITION REIMBURSEMENT**
75% up to \$3,500/fiscal year
- **WORK SCHEDULE** is flexible based on assignment &
department needs

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE EXECUTIVE RESOLUTION FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.